



KWIB
Sector Strategies
Sub-committee Meeting
DRAFT Minutes

January 13, 2022 10:30am – 12:00pm

Zoom Info; Join from PC, Mac, Linux, iOS or Android:

<https://us02web.zoom.us/j/89343422725?pwd=NzhOazREcmhNb1hPRCtBV3RpVHhGUT09>

Password: 524621

COMMITTEE MEMBERS PRESENT:

LaKisha Miller – Outgoing Chair	x	Lisa Banner	x
Sara Tracy – Incoming Chair	x	Todd Schmiedeler	
Brian Becker		Jessie Schook	
Tony Georges		Dr. Lee Nimocks	
Kim Menke		Dr. Oj Oleka	
Mike Buckentin / David Fusting		Julie Whitis	x
John Greene	x	Justin Browning	x
Kim Humphrey	x	Steven Rudolf	x
Tim Ernst		Brian Lovell	x
Zach Gaubert	x	Kristi Putnam	x

Others present: Jacob McAndrews, Debbie Dennison, Stefanie Ebbens-Kingsley, Johnny Pittman, Kris Williams, Matt Bacon, Lindsey Trent, Scott Secamiglio, Rick Smith

CALL TO ORDER AT 10:32AM

Sara Tracy, Chair

LaKisha Miller and Jacob McAndrews introduced Sara Tracy, the new chair of the Sector Strategies subcommittee. Sara is the Talent Pipeline System Director for the Kentucky Chamber Workforce Center and is excited by the work the committee has begun working on. LaKisha will continue participating in the committee as much as her schedule permits and is sad to step down, but excited to see the direction Sara takes the committee.

Key Sector Evaluations

Stefanie Ebbens-Kingsley (KWIB) and Scott Secamiglio (KYSTATS) explained the plan to reevaluate the 5 Key Sectors identified by the KWIB. These sectors were identified in 2011 and have not been updated since. A working group will be formed from the Sector Strategies subcommittee to determine if these five key sectors still fit, identify the occupational groups and industries under each sector, and make any other recommendations to the full board at the March 17th meeting. A spreadsheet with the occupational groups and statistics will be sent to the full committee.

Lindsey Trent, Kris Williams, Johnny Pittman, Matt Bacon, and Rick Smith all expressed interest in joining this working group.

Good Jobs Challenge Update

The Good Jobs Challenge grant proposal deadline has been pushed back two weeks. The current Executive Summary will be sent to the committee as an informational read. Any questions regarding the grant can be directed to Stefanie Ebbens-Kingsley.

Work-Based Learning Employer Toolkit Discussion

Johnny Pittman spoke on the discussions his committee (OY/YA) have been having in this area. There is a strong need/demand from employers for a toolkit like this if it is done well. There is a steep learning curve for employers when it comes to WBL and the easier we can make it the more will participate. Engaging employers in the creation of the toolkit is key.

Julie Whitis, a principal in Northern Kentucky, has been working with the NK WIB to create a standardized format for their internships. She will be presenting that to the local WIB in February and is willing to share their template with the committee at the next meeting. This could be a great launching point for a statewide toolkit.

Lindsey Tent mentioned that the popular notion is that students need to be 18 to participate. However, there are laws and protections that allow younger students to participate. Johnny Pittman noted that may be true, but most employers require them to be 18. Can we get OEAS or another entity to come and explain the protections in place for minors in the workplace? That could be a crucial part of the toolkit.

Employers, educators, and workforce staff all refer to WBL by different names with different expectations. While a registered apprenticeship is rigidly defined, terms like internship, co-op, or clinicals all have different connotations depending on who you talk to. A glossary of terms is critical to get everyone on the same page.

Next Steps:

- Work-Based Learning Toolkit
 - Sara and the KWIB staff will set up a joint meeting between the Sector Strategies and Opportunity Youth/Young Adults subcommittees. This meeting is tentatively set for February 11th.
 - KWIB staff will reach out to the Office of Employer and Apprenticeship Services to see if one of their team members will serve on the committee. They will also connect with OLLS and David Horseman with KDE to see if they could attend and speak at the joint meeting.
 - Gather a compendium of definitions used to refer to Work-Based Learning opportunities by different federal, state, and local agencies. The overlap of definitions is something we have to overcome if we are to be successful.
- Key Sector Working Group
 - KWIB staff will reach out to those interested to provide documentation, a timeline, and assistance as needed.

NEXT MEETING WILL TAKE PLACE ON FEBRUARY 23, 2022 AT 11:00AM EST.

ADJOURNMENT

The meeting was adjourned at 11:14pm.

Supersector Title*	NAICS Supersector
All Industries	All Industries
Accommodation and Food Services	72
Administrative and Support and Waste Management and Remediation Services	56
Agriculture, Forestry, Fishing and Hunting	11
Arts, Entertainment, and Recreation	71
Educational Services	61
Other Services (except Public Administration)	81
Real Estate and Rental and Leasing	53
Retail Trade	44-45
Construction	23
Finance and Insurance	52
Health Care and Social Assistance	62
Information	51
Manufacturing	31-33
Professional, Scientific, and Technical Services	54
Transportation and Warehousing	48-49
Wholesale Trade	42
Management of Companies and Enterprises	55
Mining, Quarrying, and Oil and Gas Extraction	21
Unclassified	99
Utilities	22

Wages Compare to Overall (All Industries)					
Year	Industries)	Current Key Sector	Avg. Average	Total Quarterly Wages	Average Annual Wages
2020	NA	Non-Key Sector	1,752,505	\$88,725,772,782	\$50,627.96
2020	Lower	Non-Key Sector	146,844	\$2,689,083,934	\$18,312.55
2020	Lower	Non-Key Sector	107,815	\$3,912,086,431	\$36,285.26
2020	Lower	Non-Key Sector	8,343	\$358,191,082	\$42,934.41
2020	Lower	Non-Key Sector	17,432	\$505,975,975	\$29,025.28
2020	Lower	Non-Key Sector	11,159	\$421,924,150	\$37,809.36
2020	Lower	Non-Key Sector	39,816	\$1,536,536,910	\$38,590.94
2020	Lower	Non-Key Sector	18,964	\$905,938,558	\$47,772.12
2020	Lower	Non-Key Sector	201,264	\$6,292,418,292	\$31,264.46
2020	Higher	Current Key Sector	76,777	\$4,492,344,259	\$58,511.97
2020	Higher	Current Key Sector	70,221	\$5,794,683,840	\$82,520.96
2020	Higher	Current Key Sector	244,826	\$12,977,136,457	\$53,005.66
2020	Higher	Current Key Sector	18,833	\$1,213,101,647	\$64,412.76
2020	Higher	Current Key Sector	231,367	\$14,591,373,776	\$63,065.86
2020	Higher	Current Key Sector	75,207	\$5,294,712,309	\$70,401.86
2020	Higher	Current Key Sector	106,084	\$6,154,031,551	\$58,011.07
2020	Higher	Current Key Sector	69,407	\$4,794,319,619	\$69,075.45
2020	Higher	Non-Key Sector	18,945	\$2,086,103,466	\$110,116.58
2020	Higher	Non-Key Sector	4,618	\$305,198,335	\$66,088.86
2020	Higher	Non-Key Sector	176	\$9,667,107	\$54,926.74
2020	Higher	Non-Key Sector	3,797	\$371,626,411	\$97,886.58

SOC Code	Standard Occupational Classification (SOC) Title	Entry Hourly	Entry Annual
11-0000	Management Occupations	\$19.96	\$41,515
13-0000	Business and Financial Operations Occupations	\$16.76	\$34,851
15-0000	Computer and Mathematical Occupations	\$19.16	\$39,853
17-0000	Architecture and Engineering Occupations	\$19.39	\$40,322
19-0000	Life, Physical, and Social Science Occupations	\$16.83	\$35,016
21-0000	Community and Social Service Occupations	\$12.71	\$26,446
23-0000	Legal Occupations	\$16.65	\$34,639
25-0000	Educational Instruction and Library Occupations	\$11.79	\$24,528
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$9.96	\$20,712
29-0000	Healthcare Practitioners and Technical Occupations	\$14.70	\$30,578
31-0000	Healthcare Support Occupations	\$10.19	\$21,194
33-0000	Protective Service Occupations	\$10.41	\$21,660
35-0000	Food Preparation and Serving Related Occupations	\$8.41	\$17,486
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$9.23	\$19,205
39-0000	Personal Care and Service Occupations	\$8.74	\$18,190
41-0000	Sales and Related Occupations	\$9.16	\$19,042
43-0000	Office and Administrative Support Occupations	\$10.78	\$22,416
45-0000	Farming, Fishing, and Forestry Occupations	\$10.31	\$21,457
47-0000	Construction and Extraction Occupations	\$13.65	\$28,378
49-0000	Installation, Maintenance, and Repair Occupations	\$12.52	\$26,037
51-0000	Production Occupations	\$12.08	\$25,124
53-0000	Transportation and Material Moving Occupations	\$10.58	\$21,996

Mean Hourly	Mean Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual
\$46.89	\$97,513	\$27.84	\$57,909	\$40.16	\$83,537
\$32.59	\$67,770	\$22.07	\$45,905	\$29.49	\$61,338
\$36.94	\$76,858	\$25.52	\$53,075	\$34.76	\$72,308
\$36.24	\$75,389	\$25.19	\$52,402	\$34.46	\$71,655
\$30.66	\$63,778	\$21.43	\$44,566	\$28.36	\$58,993
\$21.79	\$45,321	\$15.75	\$32,762	\$19.98	\$41,556
\$41.37	\$86,051	\$22.03	\$45,811	\$31.46	\$65,441
\$24.60	\$51,168	\$17.24	\$35,863	\$24.14	\$50,219
\$23.39	\$48,647	\$13.78	\$28,670	\$20.05	\$41,709
\$34.34	\$71,441	\$20.56	\$42,760	\$28.60	\$59,473
\$15.36	\$31,957	\$11.72	\$24,374	\$14.38	\$29,916
\$18.65	\$38,773	\$12.54	\$26,104	\$16.24	\$33,770
\$11.54	\$24,012	\$9.07	\$18,864	\$10.28	\$21,370
\$14.23	\$29,606	\$10.76	\$22,396	\$13.04	\$27,120
\$14.08	\$29,274	\$9.92	\$20,645	\$12.18	\$25,338
\$18.86	\$39,236	\$10.54	\$21,906	\$13.35	\$27,760
\$18.49	\$38,446	\$13.54	\$28,169	\$17.30	\$35,979
\$15.50	\$32,237	\$11.72	\$24,377	\$14.01	\$29,134
\$23.63	\$49,152	\$16.92	\$35,197	\$21.97	\$45,701
\$23.67	\$49,234	\$16.51	\$34,360	\$22.22	\$46,220
\$20.44	\$42,525	\$14.78	\$30,753	\$18.96	\$39,433
\$19.22	\$39,967	\$12.75	\$26,525	\$16.07	\$33,431

75th Percentile Hourly	75th Percentile Annual	Experienced Hourly	Experienced Annual
\$57.93	\$120,501	\$82.09	\$170,744
\$39.42	\$81,999	\$51.25	\$106,605
\$46.48	\$96,683	\$58.54	\$121,782
\$45.25	\$94,122	\$56.72	\$117,976
\$37.32	\$77,634	\$48.13	\$100,111
\$26.32	\$54,759	\$34.03	\$70,767
\$51.44	\$106,998	\$76.38	\$158,859
\$29.95	\$62,289	\$36.14	\$75,175
\$28.51	\$59,299	\$38.85	\$80,807
\$38.39	\$79,848	\$56.41	\$117,333
\$17.95	\$37,333	\$22.28	\$46,335
\$22.73	\$47,268	\$29.61	\$61,583
\$12.70	\$26,415	\$15.95	\$33,190
\$16.16	\$33,615	\$20.50	\$42,627
\$15.82	\$32,900	\$21.42	\$44,564
\$20.73	\$43,124	\$34.48	\$71,708
\$22.01	\$45,785	\$28.42	\$59,132
\$17.64	\$36,688	\$23.40	\$48,662
\$29.35	\$61,044	\$37.16	\$77,295
\$29.69	\$61,740	\$37.33	\$77,649
\$24.71	\$51,409	\$31.40	\$65,307
\$21.54	\$44,805	\$29.94	\$62,282